

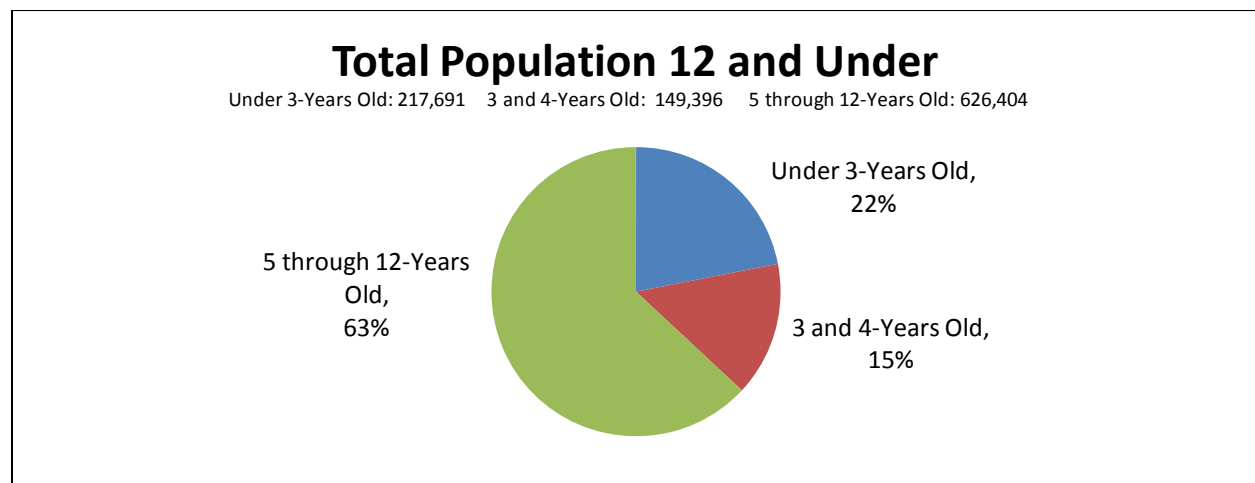
## State and Territory Profile - Massachusetts

This profile highlights a current innovative effort to promote a subsidy system that is child-focused, family friendly, and fair to providers. It also provides demographic information, Early Care and Education (ECE) program participation and funding, subsidy innovation and program integrity information, program quality improvement activities, and professional development and workforce initiatives. Sources and links are provided at the end of the document.

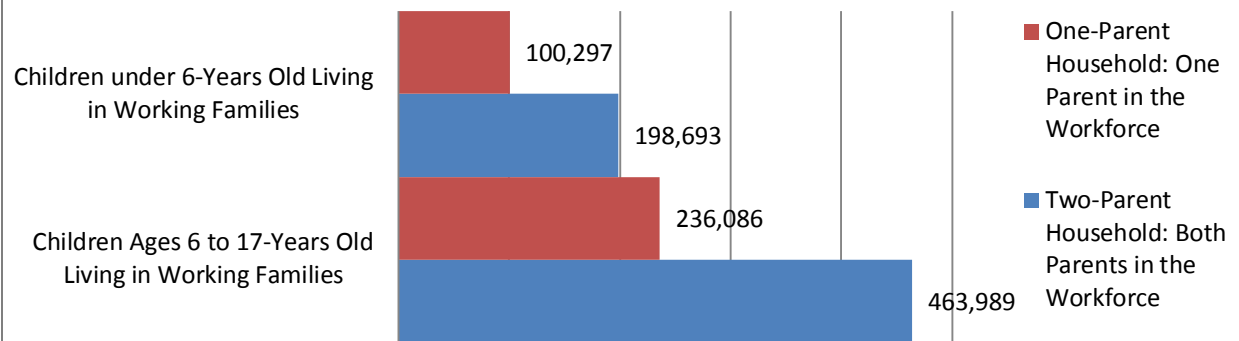
### Highlight of Innovative Effort

Massachusetts utilizes cross-systems collaboration with public and private sectors to address the needs of the workforce. Educator and Provider Support Grants is one such collaboration, which provides professional development to the early care, out-of-school-time, and education workforce. These grants are formal collaborations among higher education and community agencies featuring three core areas— educator and provider planning, coaching and mentoring, and competency development. Grantees must assess the professional development needs in their region and develop a calendar of corresponding opportunities for the year, resulting in a course catalog of over 300 annual professional development opportunities (including 123 college and 207 continuing education courses). The catalog helps educators and agencies map professional growth. Courses align with the State licensing regulations, core competencies, State curriculum frameworks, State early learning guidelines, and support the quality rating improvement system.

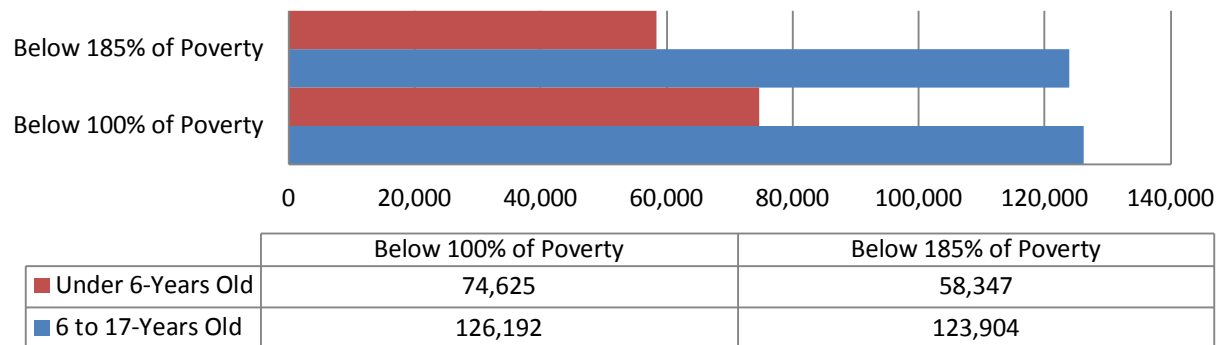
### Demographics<sup>1</sup>



## Children Living in Working Families



## Poverty Statistics

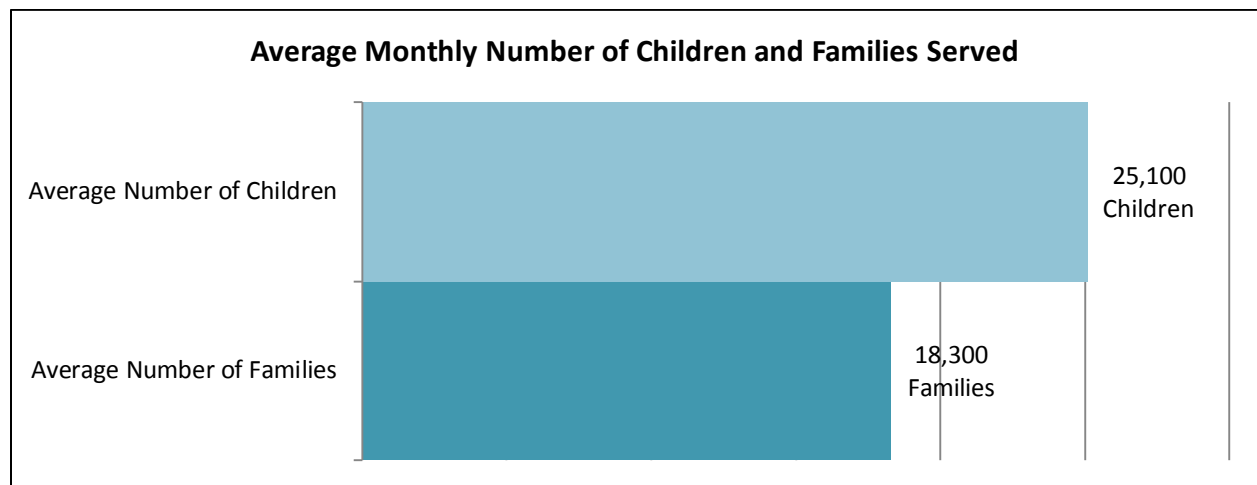
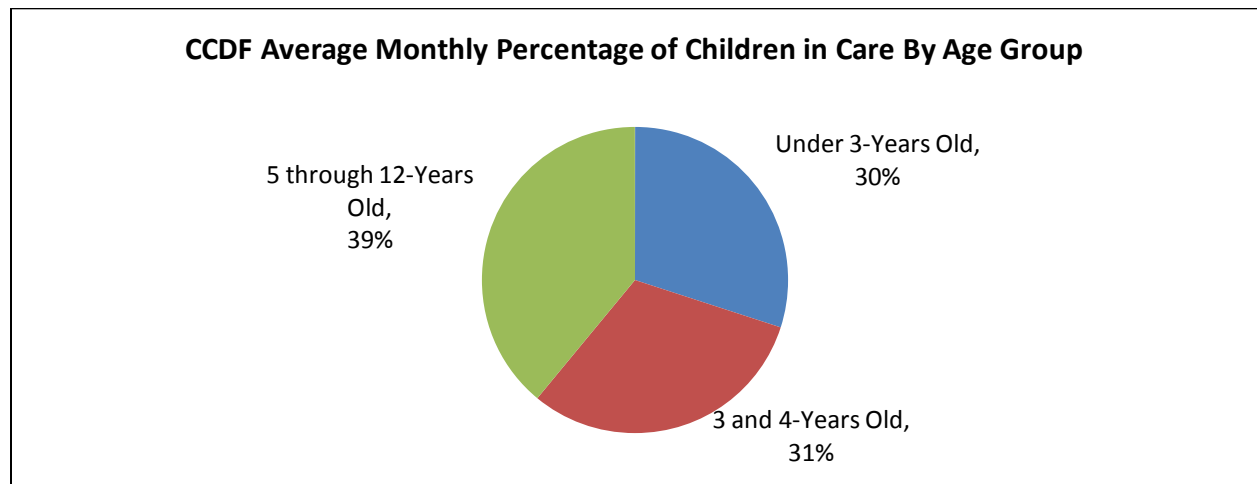


## ECE Workforce

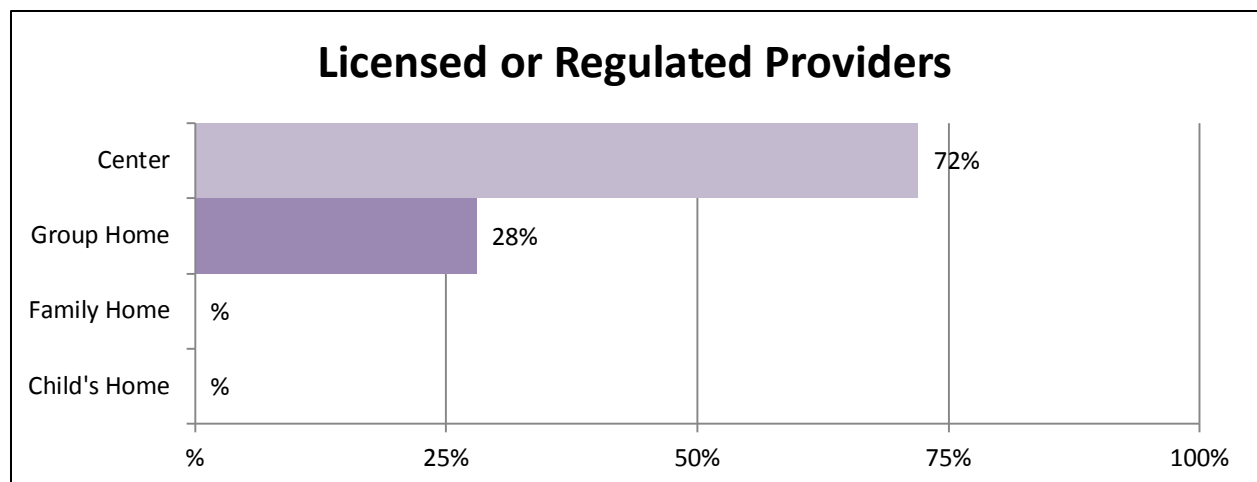
ECE Workforce <sup>2</sup>	
Number of paid employees in child care establishments	25,892
Number of self-employed child care providers	10,783
Average annual wage for child care workers	\$26,200

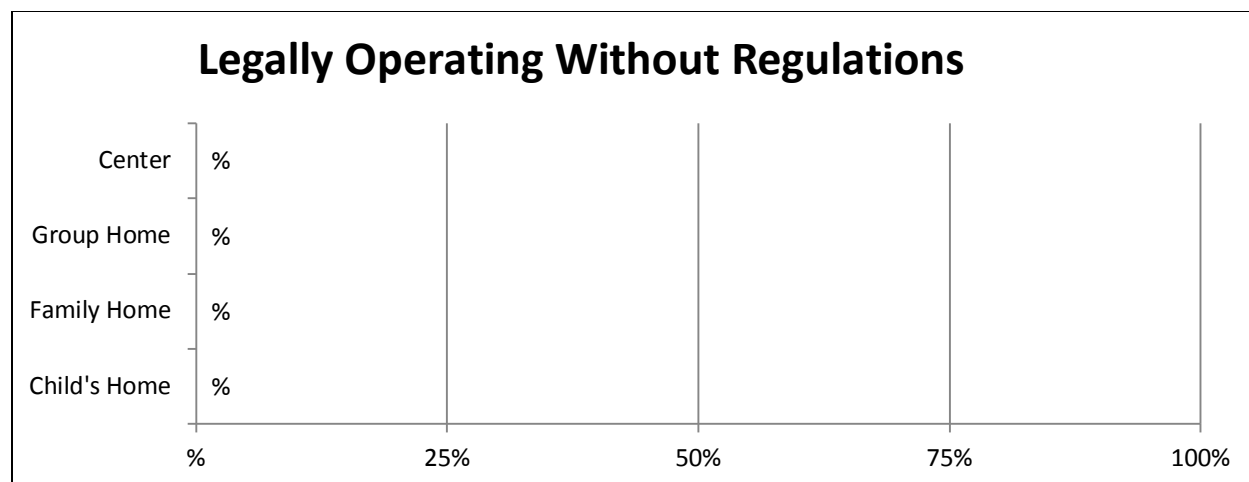
## ECE Program Participation and Funding<sup>3</sup>

### *Percentage and Number of Children/Families Served*



### *Average Monthly Percentages of Children Served in All Types of Care<sup>4</sup>*





Note: Unregulated provider data includes relative and non-relative care.

### ***CCDF Funding and Quality Investments***

Child Care and Development Fund (CCDF)	
Total CCDF Expenditure:	\$287,303,739
Federal Expenditure:	\$206,655,654
State/Territory Expenditure:	\$80,648,085

CCDF Quality Investments	
Infant and Toddler:	\$1,977,435
Quality Expansion Funds:	\$2,785,232
School-Age/Resource and Referral:	\$277,680

### ***TANF Expenditure on Child Care***

Temporary Assistance for Needy Families (TANF) <sup>5</sup>	
TANF – Total Child Care Expenditure:	\$268,636,750
TANF – Direct Expenditure on Child Care:	\$176,762,526
TANF – Transfer to CCDF:	\$91,874,224

**Funding and Participation for Other ECE Programs**

Child and Adult Care Food Program (CACFP) <sup>6</sup>	
CACFP Funding:	\$49,597,278
Participation:	
Number of Family Child Care Homes	4,901
Number of Child Care Centers (includes Head Start Programs)	734

Head Start <sup>7</sup>	
Head Start Federal Allocation:	\$118,862,011
Head Start State/Territory Allocation:	\$7,500,000
Number of Children Participating:	11,061

IDEA Part B, Section 619 <sup>8</sup>	
Funding:	\$9,701,776
Number of Children Served (Ages 3- through 5-Years-Old):	16,491

IDEA Part C <sup>9</sup>	
Funding:	\$7,508,214
Number of Children Served (Ages Birth through 2-Years-Old):	14,519

Pre-K <sup>10</sup>	
Total Expenditure:	\$51,932,533
Note: Total Expenditure includes all State/Territory, Local, and Federal dollars. In addition to 3- and 4-year-olds, some Pre-K programs enroll children of other ages.	
Enrollment (3- and 4-year-olds):	14,071

**State/Territory and Federal Child Care Tax Credits**

Child Care Tax Credits <sup>11</sup>	
Federal Total Amount Claimed:	\$75,969,000
Federal Number of Claims:	148,444
State/Territory Tax Credit Available:	Yes
State/Territory Credit Refundable:	No

## CCDF Subsidy Innovation and Program Integrity<sup>12</sup>

### **Administration of Program**

CCDF program rules and policies around eligibility, sliding fee scale, and payment rates are established at the State level.

Approximately 60 percent of care is provided through certificates and 40 percent through grants/contracts. The Department of Early Education and Care (EEC) administers multiple contracts with child care programs to serve low-income and priority population families. All contracted child care programs are authorized to make eligibility determinations for child care assistance and use the centralized waiting list to identify eligible families, coordinate continuity of care, and refer families to other services. EEC contracts to provide: 1) Child Care for Low-Income Families – EEC contracts with programs to provide child care slots to children of low-income families. 2) Supportive Child Care – EEC contracts with programs that provide supportive child care to families who have active protective services cases with the Department of Children and Families (DCF). Services include supporting the work of DCF through care that is supplemented by case management, comprehensive social services, and transportation services. 3) Teen Parent Child Care Services – EEC contracts with programs that provide early education and care services to the children of teen parents. Services include transportation, mentoring, parenting skill classes, counseling, and support to help teens finish high school or obtain their General Educational Development (GED). 4) Homeless Child Care – EEC contracts with programs that provide early education and care services to the children of homeless families. Services include providing homeless children with a stable, nurturing and stimulating environment and also offering parents counseling services to inform them about community support services and public assistance benefits.

The Lead Agency contracts with the Massachusetts Department of Transitional Assistance (DTA) to determine eligibility for families receiving Temporary Assistance for Needy Families (TANF) and with nongovernmental agencies to determine eligibility for non-TANF families. It also contracts with a combination of government and nongovernmental agencies to issue provider payments. The Lead Agency contracts with a combination of government and nongovernmental agencies to help parents find care and implement quality activities.

### **Income Eligibility Criteria**

Income Eligibility Limit as a Percent of State Median Income (SMI)				
Family Size	100% of SMI (Monthly)	85% of SMI (Monthly)	Lower Than 85% of SMI, If Used to Limit Eligibility	
			Amount (Monthly)	Percent of SMI
Two	\$5,670.00	\$4,819.00	\$2,835.00	50%
Three	\$7,004.00	\$5,953.00	\$3,502.00	50%
Four	\$8,338.00	\$7,087.00	\$4,169.00	50%
SMI Year: 2012. Note: The State has a tiered eligibility system. Entry-level is set at 50 percent of the State Median Income (SMI), and exit level is set at 85 percent of the SMI. Entry-level income is presented. EEC program policies and regulations allow families with a parent or child(ren) with a special needs to receive income eligibility waivers and enter the program at 85 percent of the SMI and remain eligible up to 100 percent of the SMI.				

### ***Re-determination Period Upon Initial Authorization***

The re-determination period is 12 months.

### ***Waiting Lists***

The Lead Agency has an active waiting list for only certain eligible families. TANF families, teen parents, and families who are homeless are not placed on waiting list, unless conditions warrant.

### ***Prioritize Services for Eligible Children and Families***

Families receiving TANF are given priority. Services are also prioritized for vulnerable low-income populations, such as families experiencing homelessness, children of teen parents, and children of families receiving protective services.

### ***Sliding Fee Scale and Family Contribution***

Family Contribution for Family of Three					
Minimum Family Contribution	Maximum Family Contribution for First Child	Maximum Family Contribution for Multiple Children	Lead Agency Waives Family Contribution	Lead Agency Allows Additional Fees by Provider	Sliding Fee Scale Effective Date
No fee	\$110.00/week	Families pay a discounted fee for each additional child	SOME families with income at or below the poverty level for a family of the same size ARE NOT required to pay a fee.	Yes	July 1, 2001
For illustrative purposes, the minimum and maximum fees for full-time care for a family of three upon entry into the program are presented. Note: Contribution is calculated as fee as dollar amount and fee is per child and discounted fee for two or more children. Fees are waived for families authorized for child care by the DTA based on the family's eligibility for TANF and participation in the Employment Services Program. Fees are also waived for families headed by guardians and/or foster parents, as the Commonwealth treats these families as a "family of one."					

## Payment Rates for Child Care Services

Rates for Child Care Services – Region 6			
Age	Licensed		License Exempt
	Center	Family Child Care	
Infant	\$54.55/day	\$31.50/day	\$15.00/day
Toddler	\$48.40/day	\$31.50/day	\$15.00/day
Preschool	\$36.70/day	\$27.85/day	\$15.00/day
School Age	\$17.50/day	\$27.85/day	\$15.00/day

For illustrative purposes, reimbursement rate ceilings for full-time care in the largest urban area are presented. Effective date of payment rates: July 1, 2011. Note: The rate structure includes a separate rate for school-age care. Licensed FCC preschool and school age rate represent the "over age 2" rate. License exempt rates are for in home relative or non-relative care. The Lead Agency uses daily, full-time payment units for licensed care and uses daily, full-time and part-time payment units for license exempt care. Rates range between the 3rd and 43rd percentile for FCC and between the 3rd and 31st percentile for large group child care of the current Market Rate Survey. Differential rates are used for supportive child care, teen parent child care, and homeless child care. Geographic area: Rates vary by region. Region 6 rates (Boston) are presented.

## Program Quality Improvement Activities<sup>13</sup>

### Licensing

Licensed Facilities	Number	Capacity	Type of Center-Based Facilities/Programs Exempt from Licensing	
Child Care Centers	29,271	59,598	Parents are on the premises	No
Small Family Child Care Homes	8,210	172,743	Small number of children in care	No
Large/Group Family Child Care Homes	NC	NC	Part-day, small number of hours	No
Other Licensed Facilities	0	0	Preschools operated by public schools	Yes
Total:	37,481	232,341	Recreation programs, instructional classes for children, and/or club programs	No

Note: NC - Not category of facility



Child-Staff Ratios and Group Size by Age of Children for Centers		
Age of Children	Child-Staff Ratios	Group Size
9 months	3:1	7
27 months	4:1	9
3 years	10:1	20
5 years	15:1	30
10 years and older	15:1	30

Types of Routine Visits Conducted			
Type of Care	Announced	Unannounced	Frequency of Routine Visits
Child Care Centers	Yes	Yes	Announced visits once every two years. For new licensees, an initial 6 month visit, then once every two years. Unannounced visits as needed.
Small Family Child Care Homes	Yes	Yes	Announced visits once every two years. For new licensees, an initial 6 month visit, then once every three years. Unannounced visits as needed.
Large/Group Family Child Care Homes	Yes	Yes	Announced visits once every two years. For new licensees, an initial 6 month visit, then once every three years. Unannounced visits as needed.

## Program Quality

Program Standards	
<ul style="list-style-type: none"> <li>■ State/Territory has quality improvement standards that are beyond what is required for licensing</li> <li>■ Standards have provisions about the care of the following groups of children: <ul style="list-style-type: none"> <li>◆ Infants and toddlers</li> <li>◆ School-age children</li> <li>◆ Children with special needs</li> <li>◆ Children who are dual language learners</li> </ul> </li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>

Program Standards	
■ Standards are part of an implemented quality rating and improvement system (QRIS) or similar quality improvement system	Yes
■ Standards are part of a pilot QRIS or similar quality improvement system, or are in development	No
Program Supports To Improve Quality	
■ State/Territory provides technical assistance (TA)/consultation to help programs improve quality	Yes
◆ TA/consultation is specific to infant/toddler care	Yes
◆ TA/consultation is specific to school-age care	Yes
◆ TA is part of a QRIS	Yes
Quality Assurance And Monitoring	
■ State/Territory uses assessment tools (e.g., Environment Rating Scales, Classroom Assessment Scoring System, Program Administration Scale, and/or Business Administration Scale)	Yes
■ Program assessments are part of a QRIS	Yes
Financial Incentives and Supports	
■ State/Territory offers financial incentives tied to quality	Yes
■ Financial incentives are part of a QRIS	Yes
Outreach And Consumer Engagement	
■ State/Territory uses the media (e.g., print, radio, television, telephone, social marketing) to provide parents with information about quality	Yes
■ State/Territory communicates levels of quality for child care programs in a searchable database on the Web	No
■ State/Territory publishes information about licensing compliance on the Internet	No
■ State/Territory conducts consumer engagement campaign with a focus on quality	No
Quality Rating And Improvement System	
■ Massachusetts Quality Rating and Improvement System, <a href="http://www.mass.gov/edu/birth-grade-12/early-education-and-care/gris/">http://www.mass.gov/edu/birth-grade-12/early-education-and-care/gris/</a>	
State/Territory-wide Specialist Networks <sup>14</sup>	
■ State/Territory has an Infant/Toddler Specialist Network	No
■ School-age Specialist Network	Yes

**Early Learning Guidelines (ELGs)<sup>15</sup>**

Age Group	
■ Birth to 3 years	Yes
■ 3 to 5 years	Yes
■ 5 years and older	No

Incorporation of Early Learning Guidelines into Child Care Systems	
■ To define the content of training required to meet licensing requirements	Yes
■ To define the content of training required for program quality improvement standards (e.g., QRIS standards)	Yes
■ To define the content of training required for the career lattice or professional credential	No
■ To require programs in licensing standards to develop curriculum/learning activities based on the voluntary ELGs	No
■ To require programs in quality improvement standards to develop curriculum/learning activities based on the voluntary ELGs	Yes
■ To develop State/Territory -approved curricula	Yes
■ Other:	

Alignment of Early Learning Guidelines with Child Care Systems	
■ Cross-walked to align with Head Start Outcomes Framework	Yes
■ Cross-walked to align with K-12 content standards	Yes
■ Cross-walked to align with State/Territory pre-k standards	Yes
■ Cross-walked with accreditation standards	Yes
■ Other:	

**Professional Development Systems and Workforce Initiatives<sup>16</sup>**

Core Knowledge and Competencies	
■ State/Territory has developed core knowledge and competencies	Yes
■ Other:	

Career Pathways	
■ State/Territory has a career pathway or career lattice	Yes
■ Career pathway includes specific topic credentials and/or specific role credentials	Yes
◆ Infant/toddler credential	No

Career Pathways	
♦ Preschool credential	No
♦ School-age credential	No
♦ Dual language learners credential	No
♦ Children with special needs credential	No
♦ Center staff credential	Yes
♦ Family child care credential	Yes
♦ Director and/or administrator credential	Yes
♦ Education/Trainer credential	No
♦ Technical Assistance credential	No
• Consultant	No
• Mentor	No
• Coach	No
• Advisor	No
■ Other: Administrative qualifications are addressed at the “advanced” competency level.	

Professional Development Capacity	
■ State/Territory has a training approval system	No
■ State/Territory has a trainer approval system	No
■ State/Territory has early childhood education degree programs <sup>17</sup>	
♦ 1-year program	Yes
♦ 2-year program	Yes
♦ 4-year program	Yes
♦ Master’s degree	Yes
♦ Ph.D. degree	Yes
■ State/Territory has articulation agreements	Yes

Access to Professional Development	
■ State/Territory has an online database or calendar of training opportunities	Yes
■ State/Territory has career advising	Yes
■ State/Territory provides supports to access professional development opportunities (e.g., scholarships, free training/education, reimbursement, grants/loans, release time, etc.)	Yes
■ State/Territory has technical assistance (such as mentoring and/or coaching) to help practitioners improve their skills	Yes
Compensation, Benefits, and Workforce Conditions	
■ State/Territory has a salary or wage scale for various professional roles	No
■ State/Territory provides financial rewards for participation in professional development (e.g., a one-time salary bonus for completing training)	No
■ State/Territory provides sustained financial support on a periodic, predictable basis (e.g., annual wage supplement, based on the highest level of training and education achieved, etc.)	No
■ State/Territory offers or facilitates benefits (e.g. health insurance coverage, retirement, etc.) to the workforce	No
Workforce Data System	
■ State/Territory has a workforce data system (e.g., a workforce registry)	Yes
◆ Includes staff in centers	Yes
◆ Includes providers in family child care homes	Yes
◆ Includes administrators in centers	Yes
◆ Includes technical assistance providers (including mentors, coaches, consultants, home visitors, etc.)	Yes
◆ Includes education and training staff (such as trainers, CCR&R staff, faculty)	Yes
■ Other:	

- <sup>1</sup>US Census Bureau. (n.d.). In American FactFinder, 2010 Single Years of Age and Sex. [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC\\_10\\_SF1\\_QTP2&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_SF1_QTP2&prodType=table)
- US Census Bureau. (n.d.). In *American Community Survey, 2010*. C23008 Age of own Children under 18 Years in Families and Subfamilies by Living Arrangements by Employment Status of Parents: Universe: Own children under 18 years in families and subfamilies. [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_10\\_1YR\\_C23008&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_10_1YR_C23008&prodType=table)
- US Census Bureau. (n.d.). In *American Community Survey, 2010*. B17024: Age By Ratio Of Income To Poverty Level In The Past 12 Months - Universe: Population for whom poverty status is determined. [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_10\\_1YR\\_B17024&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_10_1YR_B17024&prodType=table)
- <sup>2</sup>U.S. Census Bureau. (n.d.). 2009 County Business Patterns. <http://www.census.gov/econ/cbp/index.html>
- U.S. Census Bureau. (n.d.). 2009 Nonemployer Statistics. <http://www.census.gov/econ/nonemployer/index.html>
- Bureau of Labor Statistics, May 2010 State Occupational Employment and Wage Estimates. [http://www.bls.gov/oes/current/oes\\_nat.htm](http://www.bls.gov/oes/current/oes_nat.htm)
- <sup>3</sup>U.S. Department of Health and Human Services, Office of Child Care. (September 2010). *FFY 2010 CCDF data tables [Preliminary estimates]*. Table 9 Average Monthly Percentages of Children In Care By Age Group and Table 1 Average Monthly Adjusted Number of Families and Children Served. [http://www.acf.hhs.gov/programs/ccb/data/ccdf\\_data/10acf800\\_preliminary/list.htm](http://www.acf.hhs.gov/programs/ccb/data/ccdf_data/10acf800_preliminary/list.htm)
- U.S. Department of Health and Human Services, Office of Child Care. (2010, September). *FFY 2010 Child Care and Development Fund (CCDF) state expenditures, Preliminary Estimates* <http://www.acf.hhs.gov/programs/ccb/data/expenditures/10acf696/overview.htm>
- <sup>4</sup>U.S. Department of Health and Human Services, Office of Child Care. (September 2010). *FFY 2010 CCDF data tables [Preliminary estimates]*. Table 6 Average Monthly Percentages of Children Served in All Types of Care. [http://www.acf.hhs.gov/programs/ccb/data/ccdf\\_data/10acf800\\_preliminary/list.htm](http://www.acf.hhs.gov/programs/ccb/data/ccdf_data/10acf800_preliminary/list.htm)
- <sup>5</sup>U.S. Department of Health and Human Services, Office of Family Assistance. (n.d.). Fiscal Year 2011 TANF financial data. [http://www.acf.hhs.gov/programs/ofa/data/2011fin/tanf\\_2011\\_index.html](http://www.acf.hhs.gov/programs/ofa/data/2011fin/tanf_2011_index.html)
- <sup>6</sup>Food Research and Action Center. (March 2012). Child and Adult Care Food Program: Participation Trends 2012. [http://frac.org/newsite/wp-content/uploads/2009/05/cacfp\\_participation\\_trends\\_report\\_2012.pdf](http://frac.org/newsite/wp-content/uploads/2009/05/cacfp_participation_trends_report_2012.pdf)
- Food Research and Action Center. (March 2012). *State of the States: State Data Profile 201*. <http://frac.org/map/>
- <sup>7</sup>U.S. Department of Health and Human Services, Office of Head Start. (2010, February). Head Start program fact sheet. [www.acf.hhs.gov/programs/ohs/about/fy2010.html](http://www.acf.hhs.gov/programs/ohs/about/fy2010.html)
- <sup>8</sup>U.S. Department of Education, Office of Special Education Programs. (April 2012). Fiscal Year Allocations for Preschool Grants, Individuals with Disabilities Education Act - Part B, Section 619. <http://www2.ed.gov/fund/grant/apply/osep/2012apps.html>
- U.S. Department of Education, Office of Special Education Programs, Data Analysis System (DANS), (July 2012) OMB #1820-0043: Children with Disabilities Receiving Special Education Under Part B of the Individuals with Disabilities Education Act, 2011. <https://www.ideadata.org/PartBData.asp>
- <sup>9</sup>U.S. Department of Education, Office of Special Education Programs. (May 2012). Fiscal Year 2012 Allocations for the Grants for Infants and Families Program, Individuals with Disabilities Education Act - Part C. <http://www2.ed.gov/fund/grant/apply/osep/2012apps.html>
- U.S. Department of Education, Office of Special Education Programs, Data Analysis System (DANS), (July 2012) OMB #1820-0557: Infants and Toddlers Receiving Early Intervention Services in Accordance with Part C, 2011. <https://www.ideadata.org/PartCData.asp>
- <sup>10</sup>National Institute for Early Education Research. (2011). The 2011 state of preschool yearbook. <http://nieer.org/yearbook/>
- <sup>11</sup>Internal Revenue Service. (n.d.). SOI Tax Stats - Historic Table 2, Tax Year 2009. <http://www.irs.gov/taxstats/article/0,,id=171535,00.html>
- National Women's Law Center. (n.d.). 2011 Making Care Less Taxing: Improving State Child and Dependent Care Tax Provisions. <http://www.nwlc.org/resource/2011-making-care-less-taxing-improving-state-child-and-dependent-care-tax-provisions>
- National Women's Law Center. (n.d.). 2012 Supplement to Making Care Less Taxing: Improving State Child and Dependent Care Tax Provisions. <http://www.nwlc.org/resource/2012-supplement-making-care-less-taxing-improving-state-child-and-dependent-care-tax-provis>
- <sup>12</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan.
- <sup>13</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan. National Association for Regulatory Administration (NARA). Preliminary results from the NARA Child Care Licensing Programs and Policies Survey for 2011.
- National Center of Child Care Quality Improvement. (June 2012). Review of child care licensing regulations on the National Resource Center for Health and Safety in Child Care (NRC) Web site. <http://nrckids.org/>
- <sup>14</sup>National Center on Child Care Professional Development and Workforce Initiatives (June 2012). Information collected from the former National Infant and Toddler Child Care Initiative website and from State Web sites.
- <sup>15</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan.
- <sup>16</sup>Information collected by the Child Care State Systems Specialist Network from state Web sites, documents, and FY2012-2013 State Plan.
- <sup>17</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan. Council for Professional Recognition. (n.d.). National Directory of Early Childhood Educator Preparation Institutions. <http://www.cdacouncil.org/the-resource-center/directory-of-training-institutions>